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6 January 1951

MEMORANDUM FOR: The Director of Central Intelligence  
 SUBJECT : Hazardous Duty Benefits

1. Hazardous duty benefits for certain CIA employees have been studied for several months. The committee which made this study recommended:
- a. During all service abroad, including temporary duty travel, CIA employees shall be entitled to:
    - (1) A death gratuity amounting to six months salary. The amount would be base pay only excluding any overseas allowances, differentials, overtime or extra-hazardous pay.
    - (2) Benefits of the Missing Persons Act for all employees engaged in hazardous service. Anticipating that employees may be "detained" for long periods of time, additional benefits would be granted to attempt to compensate the individual in that during such detainment he would be denied opportunity of grade promotions.
    - (3) Application of the standards and benefits of the United States Employees' Compensation Act to the members of the family of the employee who is eligible under the Hazardous Service category.
    - (4) Additional credit for retirement so that for each year of hazardous duty the individual would receive 1-1/2 years credit for such duty. Further, for each year of hazardous duty the voluntary retirement age would be reduced by six months. The effect of this benefit would be to enable an employee who had engaged continuously in hazardous service to retire at age 50 with only 20 years of actual service. This system would, in effect, make available to such an individual exactly the same benefits now available to all foreign service officers and to investigative personnel under Section 1 (d) of the Retirement Act. The proposed benefits would be available on a proportionate basis for those individuals who do not serve continuously in hazardous service.

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b. During all service abroad on duty requiring an extraordinary degree of moral courage or involving the possibility of serious mishap, CIA employees shall be entitled to:

(1) The four benefits listed above.

(2) In addition thereto, an increase of fifty per cent of base salary to a maximum not to exceed \$200 per four-week pay period.

c. During all service in the United States on duty requiring an extraordinary degree of moral courage or involving the possibility of serious mishap, CIA employees shall be entitled to:

(1) A death gratuity of six months salary to be paid the legal beneficiaries in case of death occurring in line of duty.

(2) Increase in base pay as indicated in b (2) above.

d. The establishment of a Hazardous Duty Board within CIA to determine and recommend to the Director individual eligibility for benefits for:

(1) Hazardous duty.

(2) Any duty in the United States for which any or all of the automatic benefits prescribed for overseas service should be authorized.

2. Legislation is required for:

a. Death gratuity.

b. Application of the standards and benefits of the United States Employees' Compensation Act to the dependents of employees.

3. The conclusion of an agreement with the Civil Service Commission will be required to provide extra credit toward retirement.

4. a. The above has been concurred in by:

Assistant Director for Special Operations  
Assistant Deputy Director, Administration  
General Counsel  
Deputy Director (Plans)  
Deputy Director of Central Intelligence

b. The Assistant Director for Policy Coordination has concurred, except he feels that the death gratuity should be restricted to dependents of individuals killed while on hazardous duty.

5. Recommend approval of the recommendations of the committee and that authority be granted to submit proposed legislation for that portion which requires congressional action.

MURRAY McCANNEL  
Deputy Director  
(Administration)

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